

WHAT WILL I GAIN UNDER NSPS?

NSPS will provide employees:

- A better understanding of how their position aligns with the Department's mission
- A pay system that takes into account market considerations
- Opportunity to work in a high-performing environment
- A simpler recruitment and classification system
- A fair, consistent, objective performance system with clear performance expectations
- Improved supervisory/employee communications
- Opportunity to have high performance recognized
- And opportunity to more easily expand experience base

HOW SHOULD I PREPARE FOR NSPS?

There are several things you can do to prepare for NSPS.

- First, keep up to date on NSPS information. Periodically check the DoD NSPS web site, www.cpms.osd.mil/nsps, as it is continuously updated with latest NSPS news; attend town hall meetings that are scheduled in your area; and subscribe to the NSPS newsletter from the Air Force NSPS web site, <https://www.dp.hq.af.mil/dpp/dppn/nsps/>.
- Second, talk to your supervisor about what your Command's strategic goals are and how your position supports those goals. This information will better enable you and your supervisor to set meaningful performance objectives once NSPS is implemented.
- Third, learn about training opportunities available now on the Air Force portal, <https://www.my.af.mil/>, using E-Learning for change management and skills enhancement.

These steps will help make your journey to NSPS a smooth one.



“NSPS provides an opportunity to improve the effectiveness of our department through a simplified personnel system that will improve the way we hire and assign, as well as compensate and reward our employees.”

Gordon R. England
NSPS Senior Executive



National Security Personnel System (NSPS)



<http://www.cpms.osd.mil/nsps/>
<https://www.dp.hq.af.mil/dpp/dppn/nsps/>

As of April 2005

WHAT IS NSPS?

The National Security Personnel System (NSPS) is a new, flexible civilian personnel system that will enable the Department of the Air Force to better meet the national security demands of the twenty-first century. NSPS includes a new labor relations system, a new appeals process and an enhanced human resources system, covering staffing, workforce shaping, recruitment, compensation (pay banding) and performance management (pay for performance).

WHY NSPS?

The emergence of new and different international security challenges requires a transformation throughout the Air Force from a Cold War force to a more agile and technology-based force. The Department's vision is to implement a human capital management system that facilitates high-performance and is efficient, flexible, and properly aligned with our national defense mission. NSPS is a key part of that strategy.

HOW WILL NSPS BE DESIGNED?

Proposed NSPS enabling regulations have been designed through the cooperative efforts of the Department of Defense (DoD) and the Office of Personnel Management, with input from unions, management, both civilian and military, and employees, as well as information from current DoD demonstration programs and benchmarks from modern human resources management systems. The proposed regulations were published in the Federal Register 14 February 2005, and were available for public comment until 16 March 2005. There will be a subsequent collaboration period with the unions at the national level to further improve the system design.

HOW AM I PART OF THE DEVELOPMENT?

Feedback and input from employees involved in focus groups and at town hall meetings, together with employee comments submitted to the NSPS Website, have been used in the development of NSPS design. Any input employees provided during the Federal Register comment period will also be considered in developing the final design of the system.

WHAT WILL NSPS LOOK LIKE?

NSPS will be designed to help the Air Force recruit and motivate a high-performing workforce that can be sized, shaped, and deployed to meet changing, essential defense mission requirements. The design of NSPS will be guided by the following principles:

- Put mission first
- Respect the individual; protect rights guaranteed by law
- Value talent, performance, leadership, and commitment to public service
- Be flexible, understandable, credible, responsive, and executable
- Ensure accountability at all levels
- Balance human resource interoperability with unique mission requirements
- Be competitive and cost effective

WHAT WILL CHANGE UNDER NSPS?

NSPS allows flexible hiring procedures, streamlined position classification, pay banding and pay-for-performance in place of current systems. It will also provide for a new labor relations system and employee appeals process.

WHAT WILL NOT CHANGE UNDER NSPS?

Merit system safeguards, such as protection from discrimination and selections based on merit will remain under NSPS. Veterans' preference also will be preserved. There will be no changes to employee benefits (leave accrual, insurance and retirement). Retirement calculations will continue to be determined as they are today with any base salary increases counting toward an employee's "high three".

WHEN WILL NSPS START?

NSPS may start as early as July 2005. Project milestones reflect an aggressive, event-driven timeline with full NSPS implementation occurring over several years. This spiral implementation approach, with phased rollouts, will assure that all system components are properly designed prior to full deployment.

WILL I BE TRAINED IN NSPS?

Yes. Once NSPS is defined in detail, Air Force will provide the specific operational training needed to successfully implement NSPS. Employees and managers will be provided with training to prepare for, understand and effectively use the new human resources systems and processes. Training will be provided so that those affected will have the most up-to-date information when implementation occurs. The Air Force will also be providing training on behaviors that are essential to the success of NSPS. This training will be available through E-Learning and/or through classroom offerings.